



7. Agricultural Scientists' Recruitment Board

Direct recruitment

The period 2005–2006 has been a year of transformation leading to major reforms in recruitment/assessment procedures and guidelines. Some of the major initiatives undertaken and achievements made are briefly described.

Introduction of revised scorecard

The existing scorecard system was modified to bring greater objectivity and transparency in the selection process. The weightage given to past performance varies from 60% the level of Senior Scientist to only 40% at the level of Director/Deputy Director-General, with remaining marks being allocated to personal interview. Further, weightage given to academic record or publication etc. is kept higher for scientific positions, whereas institution – building activities are given higher weightage for research management positions. The revised scorecard system has been put to test in more than 200 senior positions since April 2005.

Revision of guidelines for career advancement (from senior scientist to principal scientist)

A thorough revision of the exiting guidelines for assessment has been undertaken to remove the certain ambiguities in the assessment process and emphasis on different performance parameters has been made more rational.

Simplification of application form for direct recruitment

The existing application form has been revised to make it simple. The revised form seeks information from the candidates in tune with the revised scorecard system.

Direct recruitment by interview is made for filling up vacancies that are not covered through the regular examinations conducted by the Commission. The process of recruitment by interview starts with the receipt of a requisition from the Indian Council of Agricultural Research (ICAR). 2005–06 has also been the year during which a record number of positions, both at senior and middle levels, have been filled through direct recruitment.

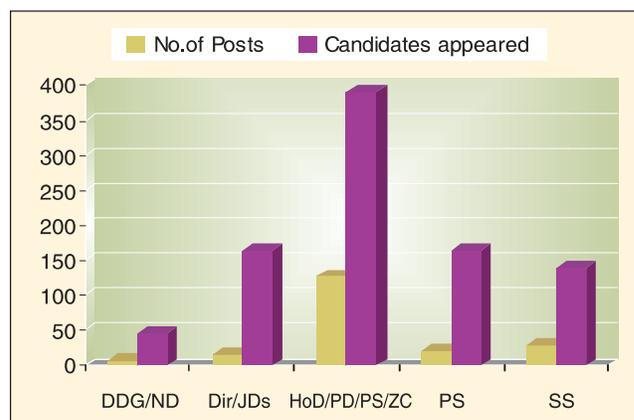
Recruitment through interview

1. The Board completed the recruitment process for 213 posts which were advertised vide advertisement No. 1/2003, 2/2003,

- The Board focussed on recruitment and adopted a more proactive and strategic approach
- Merit remained central to the recruitment strategy
- Recruitment and examination reforms initiated
- While maintaining transparency, the Board geared itself for undertaking responsiveness to the newly implemented Right to Information Act, 2005 of Govt. of India
- The Board also planned to undertake a major renovation of its physical facilities and modernization of the infrastructure

3/2003, 1/2004 and 1/2005. In addition, the board also advertised 174 vacancies in three advertisements vide advertisement No. 2/2005, 3/2005 and 4/2005. Recruitment process for the 49 posts advertised vide Adv. No. 2/2005 would be completed by February 2006. Thus a record number of posts has been filled during this year.

2. There were, on an average, 9 applications per post for RMP and 4 applications for other positions for which recruitments were made during 2005–2006. From the chart given below, it is observed that the number of applicants per post is more for Research Management Positions.



Applicant to post ratio for direct rec. posts

3. The Board had to withdraw/re-advertise 39 posts due to modification in essential qualifications.

Assessment/promotion of scientists under career advancement scheme

The assessment process in respect of 135 Scientists for promotion from Senior Scientists to Principal Scientists was completed and the results were communicated to the ICAR.

Examination

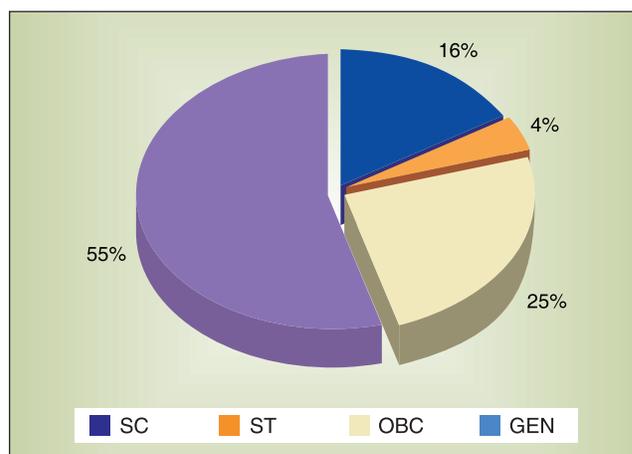
Examination reforms were initiated based on the studies on diverse aspects of process of examinations.

Rationalization of ARS/NET

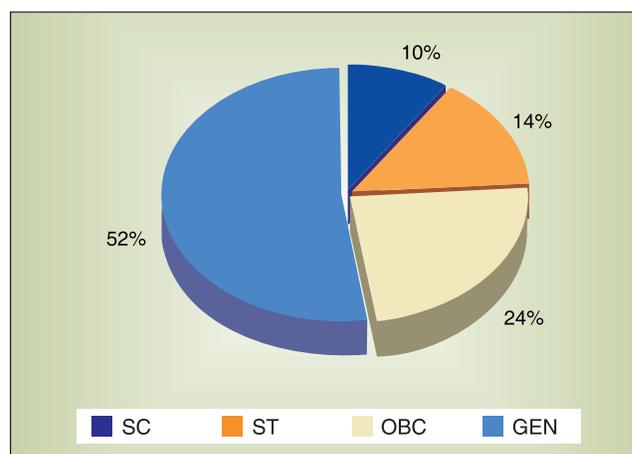
The ASRB at present conducts Agricultural Research Service (ARS)/National Eligibility Test (NET) examination in about 69 disciplines with very narrow fields of specialization, whereas the State Agricultural Universities/General Universities in most cases do not award M.Sc. degrees in those specialized fields. Further narrow fields of specialization also reduces the number of eligible candidates at entry level. Keeping this in view, a committee of eminent scientists has been constituted to deliberate on this issue and to develop appropriate recommendations.

Recruitment by examination

- The ARS/NET Examination 2003 was conducted by the Board in June 2004 at 32 centres across India. The total number of candidates applied for the examination were 20,676 and the total candidates appeared in the examination were 11,696. The result for appointment as Scientists in the Agricultural Research Service was declared on 17 November 2004 for 21 posts (SC 2, ST 3, OBC 5 and General 11).
- The result of NET Examination -2003 conducted by the Board in June 2004 for appointment of candidate as Assistant Professor/ Lecturer in State Agricultural Universities was declared on 23 February 2005. A total of 6,386 candidates qualified the National Eligibility Test (SC 1,048, ST 269, OBC 1,571 and General 3,498).
- The ARS/NET examination was held on 12 February 2006. The examination was conducted at 32 centres for 20,885 candidates. There are 160 vacancies in ARS.
- The Board conducted an Open Competitive Examination for recruitment of six posts of Administrative Officers at six centres of India during 27–29 December 2004. The total number of candidates applied for the examination was 3,489.
- The result of ICAR Audit and Accounts examination conducted by the Board in November 2003 was declared on 20 February 2004. 55 candidates passed the examination.



Candidates qualified for NET Exam-2003



Candidates qualified for ARS Exam-2003

- The limited Departmental Competitive Examination for recruitment of 2 posts of Stenographer Grade II at the ICAR Hqrs was conducted by the Board on 1 March 2005. Out of 28 candidates, 17 candidates appeared in the examination.

Other activities

- All the advertisements issued by the Commission for the posts and services were prepared and published both in Hindi and English simultaneously in the leading newspapers of the country including "Rozgar Samachar".
- The Board also prepared a bulletin to cover the various aspects of the Right to Information Act, 2005 as applicable to ASRB.